

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 05-19

Introduced by Council President Wagner at the request of the County Executive

Legislative Day No. 05-11 Date April 12, 2005

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 04-16, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 12, 2005

Introduced, read first time, ordered posted and public hearing scheduled

on: May 10, 2005

at: 7:30 P.M.

By Order: Barbara J. Ruth, Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 10, 2005, and concluded on, May 10, 2005.

Barbara J. Ruth, Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. [03-17, as amended] 04-16, Harford County Pay Plan, is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby, enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	G08
Administrative Assistant II	G09
Administrative Specialist I	G10
Administrative Specialist II	G12
[Administrator, Office on Aging/Transportation Services	G17]
ADMINISTRATOR, OFFICE ON AGING	G17
ADMINISTRATOR, HARFORD TRANSIT	G17
Assistant Council Attorney	G18
Assistant County Attorney I	G14
Assistant County Attorney II	G18
ASSISTANT MANAGER, HARFORD TRANSIT	G11
[Assistant Supervisor, Transportation Services	G11]
Benefits Program Manager	G13
Bus Driver	G03
Business Retention Specialist	G12

1	CAD Administrator	G11
2	Chief, Information Systems Division	G19
3	Claims Adjuster	G11
4	Client Advocacy Services Manager	G15
5	Client Advocacy Services Specialist	G08
6	Communications Specialist I	G06
7	Communications Specialist II	G07
8	Community Resources Coordinator	G11
9	[Computer Center Coordinator	G17]
10	Coordinator for Disabilities	G11
11	Cultural Arts Board Coordinator	G11
12	Database Administrator	G14
13	Deputy Director of Community Services	G18
14	Deputy Director of Human Resources	G18
15	Deputy Director of Planning And Zoning	G18
16	Deputy Director of Procurement	G16
17	Deputy Director of Public Works	G20
18	Economic Development Manager	G15
19	Executive Director, HCN	G16
20	[Facilities Officer	G05]
21	GIS Coordinator	G16
22	GIS Public Access Technician	G09
23	Grants Administrator	G14

1	Grants Coordinator	G12
2	Grants Specialist I	G07
3	Grants Specialist II	G08
4	Housing Services Coordinator	[G12]G13
5	Housing Services Counselor	G11
6	Human Relations Manager	G16
7	Human Resources Analyst	G12
8	Human Resources Specialist	G10
9	Human Resources Technician	G07
10	JUVENILE DRUG COURT COORDINATOR	G13
11	Lead Bus Driver	G06
12	Legal Assistant I	G06
13	Legal Assistant II	G10
14	Legal Assistant III	G12
15	Legislative Drafter	G15
16	Legislative Research Assistant	G07
17	Long-Term Care Coordinator	G10
18	Management Analyst	G13
19	Management Assistant I	G11
20	Management Assistant II	G13
21	Manager, Classification/Employment Services	G17
22	Manager, Senior Center Division	G14
23	Manager, Substance Abuse and Drug Control Policy	G16

1	MANAGER, HARFORD TRANSIT	G15
2	Media Specialist	G11
3	Producer/Manager, HCN	G14
4	Public Information Assistant	G11
5	Purchasing Agent I	G09
6	Purchasing Agent II	G11
7	Purchasing Agent III	G15
8	Recycling Program Coordinator	G11
9	Recycling Program Manager	G15
10	Risk Manager	G16
11	Risk Management Assistant	G08
12	Senior Assistant Council Attorney	G20
13	Senior Assistant County Attorney	G20
14	Senior Center Specialist	G09
15	Supervisor, Central Services	G12
16	[Supervisor, Transportation Services	G14]
17	Systems Coordinator	G16
18	Telecommunications Assistant	G12
19	Telecommunications Coordinator	G17
20	Telecommunications Engineer I	G12
21	Telecommunications Engineer II	G13
22	Telecommunications Specialist I	G14
23	Telecommunications Specialist II	G15

1	Video Producer	G13
2	Web Designer	G12
3	Webmaster	G14
4	Zoning Hearing Assistant	G09
5	<u>Building Maintenance Service:</u>	<u>Grade</u>
6	Assistant Supervisor of Custodial Workers	G07
7	Building Construction and Repair Supervisor	G12
8	Building Maintenance Mechanic I	G08
9	Building Maintenance Mechanic II	G09
10	Building Maintenance Supervisor	G13
11	Building Maintenance Worker I	G03
12	Building Maintenance Worker II	G05
13	Custodial Worker I	G01
14	Custodial Worker II	G03
15	Custodial Worker III	G05
16	Master Cabinetmaker	G09
17	Senior Plans Reviewer	G13
18	Skilled Trade Apprentice	G05
19	Supervisor of Custodial Workers	G11
20	<u>Clerical Service:</u>	<u>Grade</u>
21	Assistant Secretary of the Council	G11
22	Central Services Operator	G05
23	Central Services Specialist	G07

1	Claims Clerk	G06
2	Clerical Assistant	G01
3	Clerk - Dispatcher	G05
4	Clerk Typist	G04
5	Clerk Typist II (Grandfathered)	G04
6	Computer Records Assistant	G07
7	Help Desk Support Specialist	G07
8	Human Resources Clerk	G06
9	INVENTORY CONTROL CLERK	G06
10	Legal Clerk	G06
11	Legal Secretary	G07
12	Legal Specialist I	G08
13	Legal Specialist II	G09
14	LEGAL SPECIALIST III	G11
15	Legislative Secretary	G07
16	Mail Room Clerk-Messenger	G05
17	Procurement Clerk	G06
18	Secretary I	G06
19	Secretary II	G08
20	<u>Engineering and Related Service:</u>	<u>Grade</u>
21	Chief, Access & Utilities Permits	G15
22	Chief, Bureau of Construction Management	G16
23	Chief Construction Inspector	G13

1	Chief, Engineering Division	G18
2	Chief, Environmental Enforcement	G13
3	Chief, Facilities and Operations Division	G17
4	Chief, Highways Division	G17
5	Chief, Land Acquisition	G15
6	Chief, Solid Waste Management Division	G16
7	Chief, Vertical Inspector	G14
8	Chief, Water and Sewer Administration	G18
9	Chief, Water/Sewer Utility Technician	G13
10	Civil Engineer I	G12
11	Civil Engineer II	G14
12	Civil Engineer III	G16
13	Civil Engineer IV	G17
14	Construction Inspector I	G08
15	Construction Inspector II	G09
16	Construction Inspector III	G11
17	Drafting Technician I	G05
18	Drafting Technician II	G07
19	Drafting Technician Trainee	G03
20	Engineering Associate I	G07
21	Engineering Associate II	G09
22	Engineering Associate III	G11
23	Engineering Associate IV	G13

1	Engineering Associate V	G14
2	Engineering Records Technician	G11
3	Environmental Scientist	G12
4	Land Surveyor	G14
5	Process Engineer	G16
6	Right-of-Way Agent I	G10
7	Right-of-Way Agent II	G13
8	Right-of-Way Agent III	G14
9	Vertical Inspector I	G09
10	Vertical Inspector II	G10
11	Vertical Inspector III	G12
12	Water/Sewer Permits Technician	G08
13	Water/Sewer Utility Technician I	G09
14	Water/Sewer Utility Technician II	G10
15	Water/Sewer Utility Technician III	G12
16	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
17	Accountant I	G10
18	Accountant II	G14
19	Accountant III	G16
20	Accountant IV	G17
21	Accounting Clerk I	G05
22	Accounting Clerk II	G07
23	Accounting Technician I	G09

1	Accounting Technician II	G10
2	Accounts Payable Supervisor	G14
3	Administrative Budget Technician I	G10
4	Administrative Budget Technician II	G12
5	Assistant Supervisor of Revenue Collections	G12
6	Budget Analyst	G12
7	Budget Assistant	G07
8	Cashier - Development Trainee	G02
9	Cashier I	G05
10	Cashier II	G07
11	Chief, Bureau of Accounting	G19
12	Chief, Budget & Management Research	G19
13	Computer Operations Supervisor	G12
14	Computer Operator	G07
15	Computer Operator Trainee	G06
16	Computer Resources Technician I	G10
17	Computer Resources Technician II	G11
18	Computer System Engineer I	G10
19	Computer System Engineer II	G11
20	Computer System Engineer III	G12
21	Computer System Engineer IV	G14
22	Deputy Chief, Budget & Management Research	G16
23	Deputy Chief, Management Information Systems	G18

1	Deputy Treasurer	G20
2	Economic Development Financial Specialist	G13
3	Financial Systems Coordinator	G13
4	Financial Systems Management Supervisor	G14
5	Programmer	G10
6	Programmer Analyst I	G14
7	Programmer Analyst II	G15
8	Revenue Collections Supervisor	G14
9	Senior Budget Analyst	G14
10	Senior Computer Operator	G09
11	Senior Computer Resources Technician	G13
12	Systems Analyst	G16
13	Systems Programmer	G14
14	Water & Sewer Accounting Supervisor	G14
15	<u>Parks and Recreation Service:</u>	<u>Grade</u>
16	Chief of Parks and Facilities	G17
17	Chief of Recreation	G17
18	Park Maintenance Crew Leader I	G06
19	Park Maintenance Crew Leader II	G07
20	Park Maintenance Mechanic I	G07
21	Park Maintenance Mechanic II	G09
22	Park Maintenance Worker I	G03
23	Park Maintenance Worker II	G04

1	PARK MAINTENANCE WORKER TRAINEE	G01
2	Parks and Facilities Building Maintenance Supervisor	G12
3	Parks and Facilities Grounds Maintenance Supervisor	G13
4	Recreation Specialist I	G07
5	Recreation Specialist II	G09
6	Recreation Specialist III	G13
7	Recreation Specialist IV	G14
8	Recreation Specialist V	G15
9	<u>Planning and Zoning Service:</u>	<u>Grade</u>
10	Permits Review Supervisor	G12
11	Planner I	G10
12	Planner II	G13
13	Planner III (Supervisory or Technical)	G16
14	Planner IV	G17
15	Planning and Zoning Division Chief	G18
16	Planning Assistant I	G08
17	Planning Assistant II	G09
18	Zoning Enforcement Coordinator	G13
19	Zoning Inspector I	G08
20	Zoning Inspector II	G10
21	<u>Public Safety Service:</u>	<u>Grade</u>
22	Animal Control Officer I	G07
23	Animal Control Officer II	G09

1	Chief Animal Control Officer	G13
2	Chief of Security	G13
3	Deputy Manager, Emergency Operations	G17
4	Electronic Services Technician	G10
5	Manager, Emergency Services	G19
6	Public Safety Dispatcher - Probationary	G05
7	Public Safety Dispatcher I	G06
8	Public Safety Dispatcher II	G07
9	Public Safety Dispatcher III	G09
10	Public Safety Manager	[G14]G15
11	Public Safety Shift Manager	[G12]G13
12	Public Safety Shift Supervisor	G11
13	Public Safety Technology Supervisor	G12
14	Safety Inspector	G11
15	Safety Inspector Trainee	G07
16	Safety Officer	G13
17	SECURITY GUARD	G05
18	SPECIAL POLICE OFFICER	G08
19	<u>Labor and Trades Service:</u>	<u>Grade</u>
20	Assistant Storekeeper	G03
21	[Automotive Mechanic (GF)]	G06]
22	Central Stores Coordinator	G08
23	Central Stores Manager	G09

1	Chauffeur-Laborer	G04
2	Equipment Operator	G06
3	Equipment Operator Trainee	G05
4	EQUIPMENT REPAIR SPECIALIST	G07
5	[Equipment Repairer	G05]
6	Laborer	G01
7	Road Marking Equipment Operator I	G05
8	Road Marking Equipment Operator II	G06
9	Senior Equipment Operator	G07
10	Storekeeper	G04
11	Trades/Laborer	G06
12	Traffic Sign Mechanic I	G02
13	Traffic Sign Mechanic II	G06
14	Traffic Sign Mechanic III	G07
15	Utility Worker I	G07
16	Utility Worker II	G08
17	Water Meter Mechanic I	G05
18	Water Meter Mechanic II	G07
19	Water Meter Mechanic Trainee	G03
20	Water Meter Technician I	G08
21	Water Meter Technician II	G10
22	Water/Sewer Utility Worker I	G04
23	Water/Sewer Utility Worker II	G05

1	Water/Sewer Utility Worker III (Non-certified)	G06
2	Water/Sewer Utility Worker III (Certified)	G07
3	Water/Sewer Utility Worker IV	G08
4	<u>Public Works Operation Service:</u>	<u>Grade</u>
5	Assistant Superintendent of Plant Operations	G15
6	Chemist	G13
7	Chief, Water & Sewer Facilities	G17
8	Chief, Water & Sewer Operations	G19
9	Crew Chief	G10
10	Electrician/Water & Sewer Operations	G11
11	Highways Maintenance Supervisor	G13
12	Instrumentation Technician	G10
13	Laboratory Assistant	G07
14	Laboratory Technician	G09
15	Laboratory Technician, Grandfathered	G10
16	Landfill Supervisor	G10
17	Litter Control Program Team Leader	G05
18	Plant Operations Manager	G14
19	Plant Operator Trainee I (Water or Wastewater)	G05
20	Plant Operator Trainee II (Water or Wastewater)	G07
21	Plant Operator (Water or Wastewater)	G09
22	Plant Superintendent, Water & Sewer Facility Maintenance	G15
23	Plant Superintendent, Water or Wastewater Operations	G17

1	Pre-Treatment Inspector	G11
2	Pre-Treatment Inspector, Grandfathered	G12
3	Senior Instrumentation Technician	G11
4	Senior Laboratory Technician	G11
5	Senior Plant Operator (Water or Wastewater)	G11
6	Senior Water/Wastewater Facility Mechanic	G10
7	Shift Supervisor/Plant Operations	G13
8	Superintendent of Highways	G15
9	Superintendent of Laboratories	G16
10	Superintendent, Water and Sewer Facilities	G16
11	Supervisor of Meter Operations	G13
12	Traffic Operations Supervisor	G13
13	Water and Sewer Maintenance Supervisor	G13
14	Water and Sewer Facilities Maintenance Specialist	G12
15	Water And Sewer Utility Crew Chief	G11
16	Water/Wastewater Facility Mechanic	G09
17	Water/Wastewater Facility Mechanic Trainee	G07
18	Weighmaster/Attendant I	G03
19	Weighmaster/Attendant II	G05
20	Weighmaster/Attendant Trainee	G01
21	<u>Permits and Inspection Service:</u>	<u>Grade</u>
22	Building Inspections Supervisor	G13
23	Building Inspector I	G09

1	Building Inspector II	G10
2	[Building Inspector II (Housing)	G09]
3	Building Inspector III	G12
4	Chief, Building Services	G17
5	Chief, Electrical Services	G17
6	Chief, Housing Services	G15
7	Chief, Plumbing Services	G17
8	Commercial Inspector	G13
9	Electrical Inspector I	G10
10	Electrical Inspector II	G11
11	Electrical Inspector III	G13
12	Environmental Inspector I	G08
13	Environmental Inspector II	G09
14	Environmental Inspector III	[G10]G11
15	[Environmental Sanitarian	G09]
16	Housing Inspector	G10
17	Licensing Clerk	G06
18	Permits Clerk	G06
19	Permits Technician	G08
20	Plans Reviewer	G11
21	Plumbing Inspector I	G10
22	Plumbing Inspector II	G11
23	Plumbing Inspector III	G13

1	<u>Exempt Personnel:</u>	<u>Grade</u>
2	Administrative Secretary I	G08
3	Administrative Secretary II	G09
4	Administrative Secretary III	G10
5	Council Administrator	G17
6	Council Attorney (Part-Time)	G20
7	County Attorney	G22
8	Deputy County Attorney	G21
9	Director of Administration	G23
10	Director of Community Services	G21
11	Director of Economic Development	G21
12	Director of Governmental and Community Relations	G20
13	Director of Inspections, Licenses and Permits	G21
14	Director of Parks and Recreation	G21
15	Director of Planning and Zoning	G21
16	Director of Procurement	G21
17	Director of Public Works	G22
18	Director of Human Resources	G21
19	Secretary-County Executive	G10
20	Treasurer	G22
21	Zoning Hearing Examiner (Part-Time)	G20
22		

Special Funded Positions

Sheriff's Office

Law Enforcement:

Grade

4	Chief Deputy	L-09
5	Captain	L-07
6	Corporal	L-04
7	Deputy	L-02
8	Deputy First Class	L-03
9	Deputy/Recruit	L-01
10	Lieutenant	L-06
11	Major	L-08
12	Sergeant	L-05
13	<u>Corrections:</u>	
14	Captain	D-07
15	Corporal	D-04
16	Corrections Officer, Recruit	D-01
17	Lieutenant	D-06
18	Major	D-08
19	Officer	D-02
20	Officer First Class	D-03
21	Sergeant	D-05
22	<u>Unranked:</u>	
23	Accounting Clerk I	A-02

1	Accounting Clerk II	A-05
2	Administrative Assistant	A-07
3	Administrator	A-09
4	Applicant Investigator	[A-05]A-07
5	Asset Seizure & Financial Investigator	A-08
6	Budget Manager	A-10
7	Chaplain	A-05
8	Classifications Counselor	A-06
9	Classification Supervisor	A-07
10	Commissary/Inventory Manager	A-04
11	Cook	A-01
12	Command Staff Secretary	A-04
13	Computer Analyst	A-10
14	Computer Resource Technician	A-06
15	Crime Analyst	A-07
16	Health Services Administrator	A-09
17	Inmate Property Manager	A-04
18	IPC Booking Clerk I	A-04
19	IPC Booking Clerk II	A-04
20	Law Enforcement/Intelligence Analyst	A-07
21	Maintenance Supervisor	A-06
22	PERSONNEL ASSISTANT	A-04
23	Personnel Manager	[A-08]A-10

1	Pretrial Services Coordinator	A-07
2	Program Coordinator	A-07
3	Property Management Assistant	A-04
4	Property Manager	A-07
5	Public Information Officer	A-08
6	Quartermaster/Fleet Assistant	A-04
7	Quartermaster/Fleet Manager	A-09
8	Records Administrator	A-09
9	Records Clerk I	A-02
10	Records Clerk II	A-04
11	Records Clerk Supervisor	A-05
12	Records Manager	A-10
13	School Crossing Guard	A-01
14	Senior Cook	A-02
15	Standards/Accreditation Manager	A-08
16	Steward	A-07
17	Victim Services Advocate	A-04
18	Victim Services Coordinator	A-05
19	Warden	A-14
20	(Note: The above positions are funded by Harford County pursuant to state law and are included as a	
21	schedule of payments only; above listed positions are not Harford County employment positions.)	

1	<u>Special Funded Positions</u>	
2	<u>Judicial</u>	
3		<u>Grade</u>
4	Administrative Assistant I	C06
5	Administrative Assistant II	C07
6	Administrative Secretary Assistant	C05
7	Community Work Service Counselor	C06
8	Court Bailiff	C01
9	Court Reporter I	C13
10	Court Reporter II	C17
11	Criminal Assignment Clerk	C07
12	Director, Community Work Services Program	C11
13	Director, Family Court Services	C15
14	Evaluator/Mediator	C16
15	Family Services Coordinator	C05
16	Jury Commissioner	C12
17	Law Clerk (Bar Members)	C10
18	Law Clerk (Non-Bar Members)	C08
19	Pro Se Forms Coordinator	C08
20	Secretary (Administrative)	C12
21	Secretary I (Judicial)	C06
22	Secretary II (Judicial)	C08
23	Secretary III (Judicial)	C11

- | | | |
|---|---|-----|
| 1 | Juvenile Master | C12 |
| 2 | Assistant to Jury Commissioner | C07 |
| 3 | Social Worker | C13 |
| 4 | (Note: The above positions are funded by Harford County pursuant to state law and are included as a | |
| 5 | schedule of payments only; above listed positions are not Harford County employment positions.) | |

Special Funded PositionsState's Attorney Office*

Administrator, State's Attorney's Office	G15
Assistant State's Attorney I	G14
Assistant State's Attorney II	G18
Assistant State's Attorney III	G20
Deputy State's Attorney/Senior Trial Assistant	G21

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to state law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code,
2 as amended.

3 Section 3. Be It Further Enacted, that step increases may be authorized upon completion of the
4 performance appraisal program for county employees covered by the Pay Plan and Classification
5 Plan. In order for a step increase, the employee must achieve a [satisfactory or better] MEETS
6 STANDARDS performance appraisal in the year in which a step increase is authorized.

7 Section 4. Be It Further Enacted, that this Act is hereby declared to be an emergency act,
8 necessary for the proper operation of the county government, and it shall become law on the date it is
9 signed by the County Executive; however, payments or benefits shall continue to be paid under
10 Ordinance [03-17, as amended] 04-16, until [June 19, 2004] JUNE 17, 2005 and no payments or
11 benefits shall accrue under this act until on or after [June 20, 2004] JUNE 18, 2005.

EFFECTIVE: **May 19, 2005**

*The Council Administrator does hereby certify that
fifteen (15) copies of this Bill are immediately available for
distribution to the public and the press.*



Council Administrator

HARFORD COUNTY BILL NO. 05-19

Brief Title Pay & Classification Plan
is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

Barbara J. Ruth
Council Administrator

Date May 17, 2005

ENROLLED

Robert S. Hogue
Council President

Date May 17, 2005

BY THE COUNCIL

Read the third time.

Passed: LSD 05-16

Failed of Passage: _____

By Order

Barbara J. Ruth
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 18th day of May, 2005 at 3:00 p.m.

Barbara J. Ruth
Council Administrator

BY THE EXECUTIVE

James M. Harkins
COUNTY EXECUTIVE

APPROVED: Date 5-19-05



BY THE COUNCIL

This Bill No. 05-19 having been approved by the Executive and returned to the Council, becomes law on May 19, 2005.

EFFECTIVE DATE: May 19, 2005

Barbara J. Ruth
Barbara J. Ruth, Council Administrator

HARFORD COUNTY, MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
FY 2006

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
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Competing Ranks

L01	16.50														
L02	17.35	18.36	18.90	19.42	19.95	20.50	21.01	21.33	21.65	21.97	22.30	22.64	22.98	23.32	23.68
L03	19.07	20.21	20.79	21.37	21.95	22.52	23.10	23.45	23.80	24.15	24.52	24.90	25.27	25.65	26.03
L04	20.00	21.22	21.86	22.41	23.06	23.62	24.27	24.64	25.01	25.38	25.76	26.14	26.54	26.93	27.34
L05	22.00	23.31	24.05	24.67	25.35	26.00	26.74	27.14	27.54	27.95	28.38	28.81	29.23	29.67	30.12
L06	24.19	25.62	26.44	27.14	27.87	28.61	29.45	29.99	30.40	30.87	31.31	31.70	32.11	32.50	32.91
L07	26.62	28.17	29.09	29.87	30.65	31.50	32.40	32.97	33.44	33.97	34.43	34.77	35.13	35.47	35.82
L08	29.28	31.02	31.96	32.86	33.68	34.65	35.64	36.30	36.80	37.39	37.90	38.30	38.68	39.07	39.45
L09	32.22	34.11	35.15	36.15	37.06	38.11	39.22	39.89	40.47	41.10	41.69	42.11	42.54	42.95	43.39

Appointed Ranks

Competing Ranks

	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
L01															
L02	24.03	24.38	24.75	25.12	25.50	25.88	26.27	26.67	27.07	27.47	27.88	28.30	28.73	29.16	29.59
L03	26.41	26.82	27.21	27.62	28.04	28.46	28.89	29.31	29.77	30.21	30.65	31.12	31.58	32.06	32.54
L04	27.76	28.17	28.58	29.02	29.45	29.90	30.34	30.81	31.26	31.73	32.21	32.68	33.18	33.67	34.19
L05	30.57	31.03	31.49	31.97	32.45	32.94	33.42	33.93	34.43	34.96	35.47	36.01	36.54	37.10	37.66
L06	33.32	33.73	34.15	34.59	35.02	35.45	35.91	36.35	36.80	37.27	37.73	38.20	38.68	39.16	39.64
L07	36.19	36.55	36.92	37.29	37.66	38.04	38.42	38.80	39.19	39.58	39.97	40.38	40.78	41.19	41.60
L08	39.84	40.25	40.64	41.05	41.47	41.88	42.30	42.72	43.15	43.58	44.01	44.45	44.90	45.35	45.80
L09	43.82	44.27	44.70	45.14	45.60	46.05	46.53	46.98	47.45	47.93	48.41	48.89	49.38	49.87	50.37

Appointed Ranks

HARFORD COUNTY, MARYLAND
CORRECTIONS SALARY SCHEDULE
FISCAL YEAR 2006

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
D01	14.49														
D02	15.22	15.77	16.18	16.60	17.01	17.46	17.87	18.24	18.61	18.96	19.25	19.54	19.83	20.13	20.44
D03	16.74	17.35	17.80	18.29	18.72	19.16	19.67	20.06	20.45	20.86	21.17	21.50	21.82	22.13	22.47
D04	17.60	18.24	18.70	19.17	19.65	20.12	20.66	21.17	21.61	22.01	22.34	22.68	23.02	23.36	23.72
D05	18.50	19.12	19.64	20.13	20.65	21.13	21.76	22.43	22.87	23.32	23.68	24.03	24.38	24.76	25.12
D06	20.31	21.01	21.60	22.11	22.70	23.22	23.90	24.68	25.16	25.65	26.03	26.42	26.82	27.21	27.63
D07	22.37	23.10	23.74	24.31	24.95	25.52	26.32	27.16	27.68	28.20	28.63	29.06	29.49	29.93	30.39
D08	25.13	25.94	26.63	27.26	28.01	28.62	29.55	30.60	31.31	31.98	32.46	32.95	33.43	33.95	34.45
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	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
D01															
D02	20.73	21.04	21.37	21.68	22.01	22.33	22.68	23.01	23.35	23.71	24.06	24.42	24.79	25.16	25.54
D03	22.80	23.14	23.50	23.84	24.21	24.58	24.94	25.31	25.70	26.08	26.46	26.86	27.26	27.69	28.09
D04	24.07	24.42	24.80	25.16	25.55	25.94	26.32	26.72	27.11	27.51	27.93	28.35	28.78	29.21	29.65
D05	25.50	25.88	26.28	26.67	27.07	27.47	27.89	28.30	28.74	29.16	29.59	30.05	30.49	30.95	31.42
D06	28.04	28.46	28.89	29.31	29.61	29.91	30.21	30.51	30.82	31.13	31.44	31.75	32.07	32.39	32.71
D07	30.84	31.30	31.78	32.25	32.57	32.90	33.23	33.56	33.90	34.23	34.57	34.93	35.27	35.62	35.98
D08	34.97	35.49	36.03	36.57	36.94	37.30	37.67	38.05	38.43	38.81	39.20	39.59	39.98	40.40	40.79

HARFORD COUNTY, MARYLAND
COURT SYSTEM SALARY SCHEDULE
FISCAL YEAR 2006

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
C01	11.44	11.78	12.14	12.50	12.88	13.27	13.66	14.07	14.49	14.92	15.38	15.83	16.32	16.80	17.30	17.74	18.17	18.61	19.04	19.49	19.92
C02	12.63	13.01	13.40	13.80	14.22	14.65	15.09	15.54	16.01	16.49	16.98	17.50	18.01	18.56	19.12	19.55	19.98	20.42	20.86	21.29	21.73
C03	12.91	13.30	13.69	14.10	14.52	14.96	15.41	15.86	16.35	16.83	17.35	17.86	18.41	18.95	19.53	19.96	20.40	20.84	21.27	21.71	22.15
C04	13.29	13.68	14.09	14.51	14.95	15.40	15.85	16.34	16.82	17.33	17.85	18.39	18.93	19.51	20.09	20.53	20.96	21.40	21.84	22.27	22.71
C05	14.91	15.37	15.82	16.30	16.79	17.29	17.81	18.34	18.89	19.46	20.03	20.64	21.26	21.90	22.56	22.98	23.42	23.85	24.29	24.73	25.16
C06	15.79	16.27	16.76	17.26	17.78	18.31	18.86	19.43	20.00	20.61	21.22	21.86	22.52	23.19	23.89	24.31	24.75	25.18	25.63	26.06	26.49
C07	16.85	17.37	17.88	18.43	18.97	19.55	20.13	20.73	21.36	22.00	22.66	23.33	24.03	24.75	25.49	25.98	26.46	26.96	27.44	27.93	28.42
C08	18.11	18.65	19.21	19.79	20.38	20.99	21.63	22.27	22.94	23.63	24.33	25.06	25.81	26.58	27.38	27.87	28.36	28.85	29.33	29.83	30.31
C09	19.25	19.83	20.42	21.03	21.67	22.31	22.98	23.67	24.37	25.10	25.85	26.64	27.43	28.25	29.10	29.58	30.08	30.56	31.05	31.54	32.03
C10	19.91	20.51	21.12	21.75	22.41	23.08	23.78	24.50	25.24	26.00	26.78	27.58	28.41	29.26	30.14	30.62	31.12	31.60	32.09	32.58	33.07
C11	21.22	21.86	22.52	23.19	23.89	24.61	25.34	26.10	26.88	27.70	28.52	29.38	30.26	31.17	32.11	32.59	33.08	33.57	34.06	34.55	35.04
C12	22.80	23.49	24.19	24.93	25.68	26.44	27.23	28.06	28.90	29.77	30.65	31.57	32.52	33.50	34.51	35.00	35.48	35.98	36.46	36.96	37.44
C13	24.58	25.31	26.07	26.85	27.66	28.48	29.33	30.22	31.13	32.06	33.02	34.01	35.03	36.08	37.16	37.70	38.24	38.78	39.33	39.86	40.41
C14	26.55	27.35	28.17	29.02	29.89	30.79	31.70	32.65	33.63	34.64	35.68	36.75	37.85	38.99	40.16	40.70	41.24	41.78	42.32	42.86	43.40
C15	28.65	29.51	30.40	31.31	32.25	33.22	34.22	35.25	36.31	37.40	38.52	39.68	40.86	42.09	43.35	43.89	44.43	44.97	45.52	46.05	46.60
C16	29.48	30.36	31.28	32.22	33.19	34.19	35.22	36.28	37.37	38.49	39.64	40.83	42.05	43.32	44.62	45.16	45.70	46.24	46.78	47.32	47.86
C17	31.85	32.81	33.78	34.79	35.83	36.90	38.02	39.16	40.33	41.54	42.79	44.06	45.39	46.75	48.15	48.70	49.23	49.78	50.32	50.86	51.40

STAFFORD COUNTY, MARYLAND
GOVERNMENT SERVICE SALARY SCHEDULE
FISCAL YEAR 2006

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
G01	9.96	10.26	10.57	10.88	11.21	11.54	11.88	12.24	12.60	12.97	13.36	13.76	14.18	14.61	15.04	15.45	15.85	16.26	16.67	17.07	17.48
G02	10.72	11.05	11.38	11.72	12.08	12.44	12.81	13.20	13.60	14.00	14.42	14.85	15.31	15.76	16.23	16.63	17.04	17.45	17.85	18.26	18.66
G03	11.40	11.74	12.10	12.46	12.83	13.23	13.62	14.02	14.44	14.87	15.33	15.78	16.26	16.75	17.25	17.65	18.06	18.47	18.87	19.28	19.68
G04	11.83	12.20	12.56	12.93	13.32	13.71	14.13	14.55	14.99	15.44	15.90	16.39	16.87	17.39	17.90	18.31	18.72	19.12	19.53	19.93	20.34
G05	12.10	12.46	12.83	13.23	13.62	14.02	14.44	14.87	15.33	15.78	16.26	16.75	17.25	17.77	18.30	18.70	19.11	19.52	19.92	20.33	20.73
G06	12.45	12.82	13.21	13.61	14.01	14.43	14.86	15.32	15.77	16.24	16.73	17.23	17.75	18.28	18.83	19.23	19.64	20.04	20.46	20.86	21.26
G07	13.98	14.40	14.83	15.29	15.74	16.21	16.70	17.20	17.72	18.25	18.80	19.36	19.94	20.55	21.16	21.57	21.97	22.38	22.78	23.19	23.60
G08	14.80	15.25	15.71	16.18	16.67	17.17	17.69	18.22	18.77	19.33	19.91	20.51	21.12	21.75	22.41	22.81	23.22	23.63	24.03	24.43	24.84
G09	15.79	16.27	16.76	17.26	17.78	18.31	18.86	19.43	20.00	20.61	21.22	21.86	22.52	23.19	23.89	24.34	24.80	25.26	25.72	26.17	26.64
G10	16.86	17.38	17.89	18.44	18.98	19.56	20.14	20.74	21.37	22.01	22.67	23.34	24.04	24.76	25.50	25.96	26.41	26.87	27.33	27.79	28.24
G11	18.04	18.58	19.14	19.71	20.31	20.92	21.55	22.19	22.86	23.55	24.25	24.98	25.73	26.49	27.28	27.75	28.20	28.66	29.12	29.57	30.03
G12	18.66	19.22	19.80	20.39	21.00	21.64	22.28	22.95	23.64	24.34	25.07	25.82	26.59	27.39	28.21	28.68	29.13	29.58	30.05	30.50	30.96
G13	19.89	20.49	21.09	21.73	22.39	23.06	23.76	24.48	25.21	25.98	26.76	27.55	28.38	29.23	30.11	30.56	31.02	31.48	31.94	32.39	32.86
G14	21.38	22.02	22.69	23.36	24.06	24.78	25.52	26.29	27.08	27.89	28.73	29.58	30.47	31.38	32.33	32.80	33.25	33.70	34.17	34.62	35.08
G15	23.03	23.72	24.42	25.15	25.91	26.70	27.49	28.31	29.17	30.05	30.95	31.88	32.84	33.83	34.83	35.30	35.75	36.21	36.67	37.13	37.58
G16	24.88	25.64	26.40	27.19	28.01	28.85	29.72	30.60	31.52	32.47	33.44	34.44	35.47	36.53	37.63	38.14	38.65	39.16	39.67	40.18	40.69
G17	26.85	27.66	28.48	29.33	30.22	31.13	32.06	33.02	34.01	35.03	36.08	37.16	38.27	39.42	40.60	41.12	41.62	42.14	42.64	43.15	43.66
G18	27.63	28.46	29.31	30.20	31.11	32.04	33.00	33.99	35.01	36.06	37.14	38.25	39.40	40.58	41.80	42.31	42.82	43.33	43.84	44.35	44.86
G19	28.77	29.62	30.51	31.43	32.37	33.34	34.34	35.37	36.43	37.52	38.65	39.80	40.99	42.23	43.50	44.00	44.52	45.02	45.54	46.04	46.56
G20	29.85	30.75	31.66	32.61	33.59	34.60	35.64	36.71	37.81	38.94	40.12	41.32	42.56	43.84	45.14	45.66	46.16	46.68	47.18	47.70	48.20
G21	31.32	32.26	33.23	34.23	35.26	36.32	37.41	38.53	39.69	40.87	42.10	43.36	44.66	46.00	47.39	47.90	48.41	48.91	49.43	49.93	50.44
G22	35.52	36.59	37.69	38.82	39.98	41.19	42.43	43.69	45.00	46.36	47.75	49.18	50.67	52.18	53.75	54.25	54.77	55.27	55.78	56.29	56.81
G23	41.51	42.76	44.03	45.36	46.72	48.12	49.57	51.06	52.59	54.17	55.80	57.46	59.19	60.98	62.80	63.31	63.82	64.33	64.84	65.35	66.86

HARFORD COUNTY, MARYLAND
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 2006

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	L1	L2	L3	L4	L5	L6
A00	10.31																				
A01	11.67	12.15																			
A02	12.15	12.51	12.89	13.28	13.68	14.09	14.51	14.94	15.40	15.85	16.34	16.82	17.32	17.84	18.39	18.75	19.12	19.51	19.89	20.30	20.70
A03	13.08	13.47	13.87	14.30	14.72	15.16	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	19.78	20.17	20.58	20.99	21.41	21.84	22.27
A04	14.13	14.55	14.99	15.44	15.89	16.38	16.87	17.38	17.89	18.44	18.98	19.56	20.14	20.74	21.37	21.79	22.23	22.68	23.12	23.60	24.06
A05	15.31	15.76	16.24	16.72	17.23	17.74	18.27	18.82	19.38	19.96	20.57	21.18	21.82	22.47	23.14	23.62	24.08	24.57	25.05	25.56	26.07
A06	16.50	17.00	17.51	18.03	18.57	19.13	19.70	20.30	20.90	21.53	22.17	22.84	23.53	24.23	24.96	25.45	25.97	26.48	27.02	27.55	28.11
A07	17.80	18.33	18.88	19.46	20.03	20.64	21.25	21.89	22.55	23.22	23.92	24.64	25.37	26.14	26.92	27.46	28.02	28.56	29.14	29.73	30.32
A08	19.22	19.80	20.40	21.00	21.64	22.28	22.96	23.65	24.35	25.08	25.84	26.62	27.41	28.23	29.08	29.66	30.25	30.86	31.48	32.11	32.74
A09	20.76	21.39	22.03	22.69	23.37	24.07	24.79	25.54	26.30	27.09	27.90	28.75	29.60	30.49	31.40	31.71	32.04	32.36	32.68	33.01	33.34
A10	22.43	23.10	23.79	24.51	25.25	26.00	26.78	27.59	28.41	29.26	30.14	31.04	31.98	32.94	33.93	34.27	34.61	34.96	35.31	35.65	36.02
A11	24.21	24.94	25.69	26.45	27.24	28.07	28.91	29.78	30.66	31.58	32.53	33.51	34.52	35.55	36.62	36.99	37.36	37.72	38.11	38.48	38.86
A12	26.17	26.96	27.77	28.59	29.46	30.34	31.25	32.19	33.16	34.15	35.17	36.24	37.32	38.44	39.59	39.98	40.39	40.79	41.20	41.61	42.02
A13	28.25	29.10	29.97	30.88	31.81	32.75	33.73	34.74	35.79	36.86	37.98	39.12	40.28	41.50	42.73	43.16	43.60	44.03	44.48	44.92	45.37
A14	30.50	31.42	32.36	33.33	34.33	35.36	36.42	37.51	38.64	39.80	40.98	42.23	43.49	44.79	46.13	46.60	47.06	47.53	48.01	48.49	48.98
A15	32.91	33.90	34.92	35.96	37.04	38.15	39.29	40.47	41.68	42.93	44.23	45.55	46.92	48.32	49.77	50.26	50.77	51.27	51.80	52.30	52.83